

THE CBP HIRING PROCESS: Frontline Positions

Job Application
The process begins when a candidate applies to open positions on USA Jobs

Conditional Offer
A review of the exam, resume, and other materials results in a conditional offer, if successful

Medical Exam & Qualifications
The medical exam includes a medical history review, physician exam, and a vision and hearing test

Structured Interview
The structured interview gauges decision-making, emotional maturity, and other skills for the position

Background Investigation
The background investigation verifies candidates' information and references to ensure suitability

Final Offer
The final offer is extended following the completion of all hiring process steps



Entrance Exam
The "Candidate Experience Record" asks about prior experiences followed by a Reasoning Entrance Exam

Background Investigation Form
The Federal Government's digital portal used to gather information to conduct background investigations

Physical Fitness Test
The physical fitness test ensures the candidate can perform the required actions of the position

Polygraph Exam
The polygraph assessment verifies that the candidate will be a responsible and reliable member of the team

Drug Test
The drug test ensures that there are no concerns of controlled substance use for the candidate

FOR INFORMATION ON OPEN ROLES, VISIT:

[HTTPS://CAREERS.CBP.GOV](https://careers.cbp.gov)

**The hiring process may not always occur in this order of events depending on the position and individual circumstance*

